

WHAT THE SOLDIER THINKS



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RESEARCH BRANCH . INFORMATION AND EDUCATION DIVISION
ARMY SERVICE FORCES

Post-War Plans Of The Soldier

MEN WITH DEFINITE PLANS

Each symbol equals 5% of all soldiers

PLAN TO DO A SPECIFIC
KIND OF WORK FOR AN
EMPLOYER *

40%



PLAN FULL-TIME SCHOOL

8%



PLAN TO OWN BUSINESS

7%



PLAN TO OPERATE FARM

6%



PLAN TO STAY IN ARMY

3%



MEN WITH TENTATIVE PLANS

PLAN TO DO A SPECIFIC
KIND OF WORK FOR AN
EMPLOYER

12%



PLAN TO OWN BUSINESS

4%



PLAN TO OPERATE FARM

2%



MEN NOW UNDECIDED

18%



*Proportion of men planning to work in the government, on the farm, or for a private employer is shown in the text.

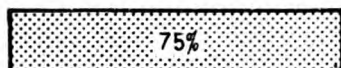
POST-WAR PLANS OF THE SOLDIER

INTRODUCTION

The main job confronting the American soldier is winning the war and unquestionably that is the primary concern of every man in uniform. In scores of ways, however -- whether it be in the form of questions posed in letters to YANK or in the interest expressed by registering for a course in Business Arithmetic with the United States Armed Forces Institute -- the soldier indicates that he is thinking, and thinking hard, about his post-war career.

To the question "Up to now how much had you thought about exactly what you will want to do after the war?" the men surveyed gave the following answers:

Thought a good
deal about it



Thought some
about it



Hardly thought
about it at all.



Thus, three out of every four men indicated a definite interest in their post-war plans; only one in twenty had hardly given the subject any thought at all. Little difference in response could be observed between officers and enlisted men, whites and Negroes, or men stationed here and in overseas theatres.

It goes without saying that not all of the men have made definite decisions

regarding their plans after the war. The survey does show however, that two-thirds of the men had fairly definite plans regarding their activities after leaving the Army. Of the remaining one-third, about half reported themselves leaning towards some plan of action, but still uncertain of their final decision; the rest expressed themselves as undecided.

The highlights of the men's post-war plans can be summarized as follows:

The bulk of our working population is engaged as wage and salary workers and the survey shows that nearly two-thirds of the men in the Army are planning to work as employees -- either in industry, on the farm, or in government -- though not all of them have definite plans for the kind of work they will do.

Self employment is a major attraction for Army personnel: About one out of every eight men definitely expects to set up shop or operate a farm after the war.

About one in twelve definitely plans to defer his entrance into the labor market and expects to attend full-time school after leaving the Army.

An examination of the pre-war and expected post-war status of the men (which will be presented more fully later on) shows that rather large shifts can be anticipated. Men formerly in school are going to enter the labor force after discharge, while others count on attending full-time school even though they

had a job before induction. By no means all of those who expect to remain a part of our working population are going back to the same employer, and large numbers intend to embark on a career of self employment. All of this can be expected to bring about a certain amount of migration after the war. Survey results indicate that about one out of every ten men expects to go to a state other than the one in which he resided before the war. The great majority, however, -- eight out of ten -- plan to return to their pre-war residence. The pattern of migration among those who are moving is of considerable interest and will be described later in the report.

The sections which follow will analyze the plans of Army men not only in greater detail, but with an eye towards the reasonableness of their aspirations. Do these men have civilian backgrounds pertinent to their post-war plans? What are the problems they can expect to meet in view of what has happened at home while they have been away fighting, and what is expected to transpire after the war?

A final -- and important -- word: This report is a general picture of the plans of soldiers for post-war employment, education, and residence -- as faithfully as they can be drawn by modern research methods. It presents the pattern of men's thinking as it prevailed at the time of the survey. It represents a forecast of what the men will actually do after the war only to the extent that the men do not change their minds, and that circumstances permit them to translate their ambitions into reality.

In interpreting the results of this survey the reader will do well to bear these facts in mind, and to consider as well the importance of the following

three factors in determining the extent to which the post war activities of the service man will correspond with the intentions expressed here:

1. Most of the men's intentions are based on some estimate of the duration of the war. If their assumptions turn out to be optimistic and their military service is prolonged well beyond their calculations their plans may very well go astray. The young man who definitely plans to attend full-time school after discharge may, after the duration and six, consider himself too old to assume the role of a college freshman.

2. The level of economic opportunity after demobilization will often be a deciding factor. The man who has decided on a career on the farm may think again in the presence of a plentiful number of jobs in industry at attractive wages, while the man who is now bent upon setting up a business of his own may find a post-war depression in his market an insurmountable obstacle.

3. In expressing their ambitions for a post-war career, most of the men did not take into account many of the favorable provisions of the "GI Bill of Rights". Several months after this study was conducted, a survey revealed that only a small proportion of the men could claim a thorough knowledge of that bill. As those provisions become more familiar, one may expect increasing proportions to seriously consider attending full time school or opening a business of their own.

These factors, and many others, may serve to alter the direction of many of the men's thinking. However, the material presented here, based on the expressed intentions of the men themselves, constitutes a sound starting point for anticipating the desires of the returning serviceman.

I. GOING BACK HOME

The first problem which will face the returning serviceman -- one which is an obvious first step before actually embarking on his post-war career -- is a decision on the place in which he is to live. To this question, the great majority of the men gave the answer "We're going home."

The survey shows that eight out of every ten white enlisted men expect to return not only to the same region, but also to the same state in which they lived before the war. Only one in ten anticipates moving to another state; the remainder are still undecided. Negro enlisted personnel tend to be somewhat more migratory. Only about two-thirds expect to go back to the same state in which they resided in civilian life, and the proportion expecting to migrate to a different region is about double that of the white enlisted men.

Among the men who do plan to migrate, the direction of movement is of considerable interest on two scores. In the first place, it can be amply demonstrated that the pattern of migration disclosed by the survey corresponds very closely with both past and current trends in internal migration in the United States. As the two accompanying charts show, the most important shift to be expected among white enlisted men is a movement to the Far West. Among the Negroes the biggest movement is from the South to the Northeast. If these, as well as the other smaller shifts shown on the charts materialize, we can expect the following to happen:

1. A rapid expansion in the Pacific coast states.

2. In-migration -- but on a much smaller scale -- into the industrialized East North Central Division.

3. No net movement (in-migration just about balancing out-migration) in

the New England, Middle Atlantic, and Mountain States.

4. A heavy out-migration from the highly agricultural area running from the West North Central States through the entire tier of Southern states.

The correspondence between the pattern of expected migration among servicemen and past trends is clearly shown in the following summary table. It shows for each of four regions in the United States, the net migration for the decades 1920-1930 and 1930-1940, as well as for the war period 1940-1943. Alongside is entered the expected migration of returning servicemen.

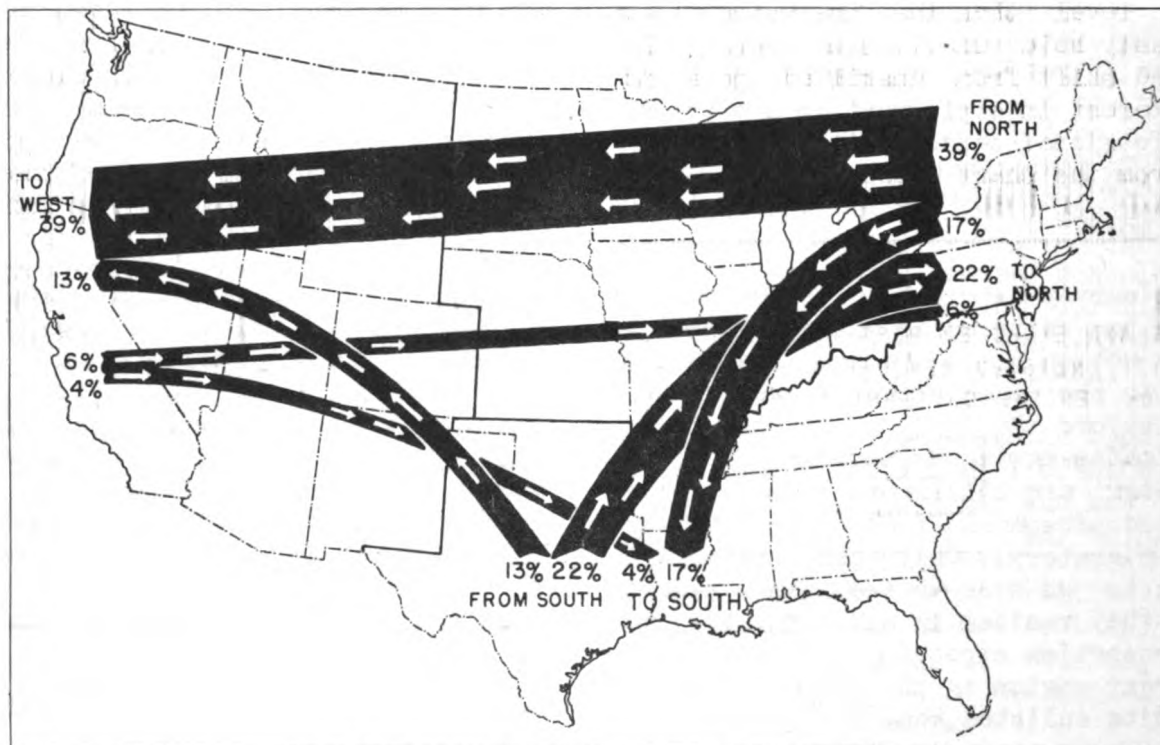
NET MIGRATION IN THE UNITED STATES, --BY REGION a/

<u>REGION</u>	<u>EXPECTED VETERANS' MIGRATION</u>	1940- 1943	1930- 1940	1920- 1930
Northeast	*	+	+	+
West North Central	-	-	-	-
South	-	-	-	-
Far West	+	+	+	+

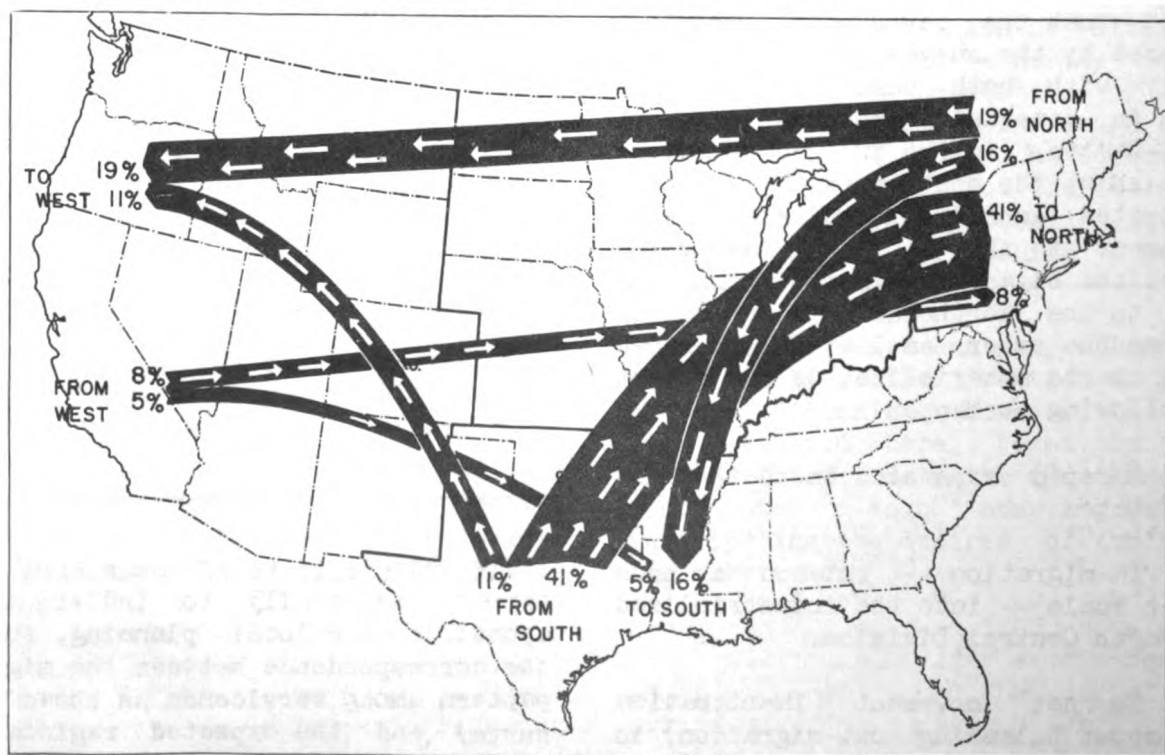
a/ + indicates net in-migration
- indicates net out-migration
* indicates no net movement

It will also be of considerable interest, especially to individuals responsible for local planning, to note the correspondence between the migration pattern among servicemen as shown by the survey and the expected regional dis-

EXPECTED POST-WAR MIGRATION PATTERN OF WHITE ENLISTED MEN
 (WIDTH OF BAR REPRESENTS PERCENTAGE OF ALL WHITE MIGRANTS)



EXPECTED POST-WAR MIGRATION PATTERN OF COLORED ENLISTED MEN
 (WIDTH OF BAR REPRESENTS PERCENTAGE OF ALL COLORED MIGRANTS)



tribution of post-war jobs. Needless to say this is a matter of major concern to the serviceman himself. In fact, questions most frequently asked by men now being prepared for discharge at separation centers are about employment opportunities in specific areas: "Are there any good jobs around Hartford, Conn? I'm going there to live". "I'd like to go to New York City or Chicago; where can I get the best job?"

If one examines the various regions in the United States on the basis of their pre-war and war time industrial growth, their reconversion prospects, and the number of new additions to the working population (for a long time the new additions to the labor force in certain regions have far outnumbered the possible employment opportunities in those areas and have consistently acted as a spur to migration) the following conclusions are reached:*

The Northeastern area is a region of

* Reconversion prospects of the various regions in the United States are analyzed in "Regional and Industry Impacts of War Production", Document No. 15, WPB Planning Division, Feb. 7, 1944.

II. SETTING UP SHOP

The interest expressed by Army personnel in a career of self employment after the war can be gauged by the following fact: Seven per cent of the men in the Army -- over half a million men -- definitely plan to operate businesses of their own after the war.* Should their plans to establish new businesses materialize, they would create almost as many new firms as the net decline in the number of business establishments in the two years after Pearl Harbor.

It is important to note that this decline in the number of firms -- caused by rationing and war time shortages of goods and manpower -- has left the Unit-

established industrial growth and has comparatively good reconversion prospects and a smaller problem arising out of new entrants into the labor force. The survey shows that it can expect migrants, especially from the South.

The Southern region, while it may retain some of its war inspired growth, has poorer reconversion prospects and a high ratio of new entrants into the labor force. Out-migration on the part of servicemen is shown by the survey. A similar picture can be drawn for the West North Central region.

On the other hand, the Pacific coast with its background of pre-war and war time growth, and the smallest ratio of new labor market additions can expect a heavy in-migration of servicemen after the war.

In general therefore, there is close correspondence between the expected migration pattern among servicemen and the broad areas of job opportunity after the war. No matter where his residence is finally established, however, the serviceman's next step is to embark on his post-war career. The following sections report the men's plans on how they are going to earn a livelihood.

ed States with just about the same number of establishments we had back in the deep depression of 1933. Hardest hit since Pearl Harbor were businesses engaged in construction, as well as the

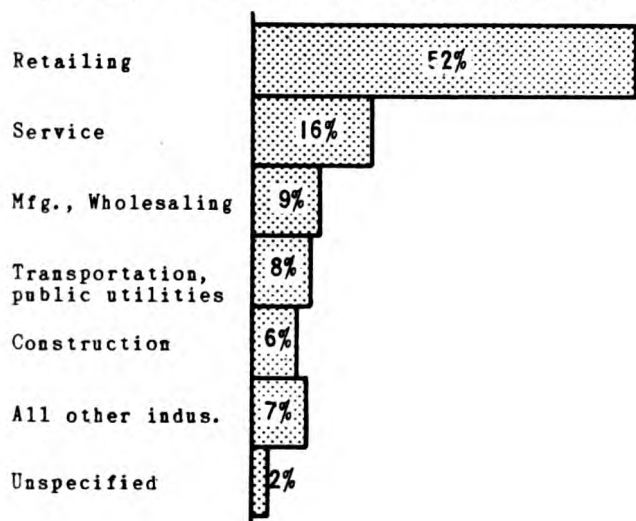
* Another four per cent of the men have tentative plans to start businesses -- are definitely interested but somewhat uncertain about their prospects in this field. Many soldiers were not familiar with the provisions of the "G.I. Bill of Rights" at the time of the survey and there probably will be changes in their plans as they become more familiar with the Bill.

small firms in retail trade -- the radio stores, filling stations, shoe, hardware, and general merchandise outlets.

At the same time, the businesses which were hardest hit during the war are essentially the same as those in which there exists a huge backlog of pent-up consumer demand. Business will be brisk when contractors can put up homes, and when radios, refrigerators, toasters, and washing machines are on the market again. In most of these fields opportunities for self employment should be plentiful in the post war period.

TYPES OF BUSINESSES PLANNED

(Percent of men with definite plans)



The prospective business man among the returning servicemen can also count on considerable aid under the GI Bill of Rights. The government guarantee of 50 per cent of a man's loans up to \$4,000 is perhaps the best known provision. Just as important, however, is another provision which represents a major innovation in the history of social legislation: A guarantee of net earnings of \$100 a month for one year to all service men operating an establishment of their

own. This should be of immeasurable help in getting the newcomer through his first and most vulnerable year as a proprietor of his own business.

It comes as no surprise then, to find that one out of every eight men in the Army has definite plans for self-employment as a post war career. Seven per cent intend to operate businesses of their own, five percent plan to operate their own farms.

Significantly enough, most of the men who definitely plan to embark on a career of self employment after the war intend to go into fields where the post war prospects are expected to be good. Almost one-half of the men expect to operate retail trade establishments, and another one-fifth plan to engage in service activities or construction and contracting operations.

Successful operation of a business, however, calls for more than a favorable business climate. A background of work experience and adequate capital resources, for example, are obvious prerequisites for making a go as an independent proprietor.

Actually, a substantial majority of the men have had civilian backgrounds which are pertinent to their post war plans. More than four out of every five among the prospective business men either have been in business for themselves before entering the Army or have had job experience in related fields of work.

Most of the men, however, do not appear to have adequate capital resources or to plan sufficient capital investment. For example, more than 50 per cent do not expect to invest more than \$4,000 in their operations. Only a negligible proportion (4 per cent) plan to invest more than \$10,000.

Moreover, only one out of every five men who plans a business of his own indicates that he will have all the money

he needs to get started. As many as four out of every five of the prospective businessmen, therefore, may be applicants for loans under the "G.I. Bill of Rights" after the war. Thus, the small amount of capitalization anticipated by the men (some of whom, nevertheless, plan to start businesses which usually require heavy initial outlays) and the lack of funds to make these outlays may dampen the interest in self-employment of many returning servicemen.

There are other factors which point in the same direction. The serviceman who decides on self employment as a post war career will find that his work week will be substantially longer than would be the case if he worked for a salary or wages. In fact, Census figures show that the proprietor works at least from 8 to 10 hours a week more than the wage or salary employee -- and this is true on the farm as well as in the city.

AMOUNT OF INVESTMENT PLANNED

(Percent of men with definite plans)

Over \$10,000	4%
\$6,001-10,000	9%
\$4,001-6,000	16%
\$2,001-4,000	20%
\$1,001-2,000	17%
\$1,000 or less	16%
Undecided	18%

Another feature of self employment in the United States which throws more light on the aspirations of servicemen for businesses of their own is the fact that proprietors have always been a much older group than any other class of worker. On the average, they are 10 years older than those who gain a livelihood from wages or salaries -- and again this is true in the rural farm areas as well as in urban centers. This, of course, is a reflection on the fact that entry into (and successful operation of) a business venture requires adequate capital resources and a background of experience. These are attributes which generally are more characteristic of the older than the younger man. Yet, the survey discloses that the proportion of men in the Army who plan to operate a business is considerably higher than the proportion of self employed among comparable age groups prior to the war.

In fact, as pointed out earlier, more than half a million men in the Army alone plan to set up shop after the war. This would create almost as many new firms as the net decline in the number of business establishments in the two years since Pearl Harbor.* It goes without saying, then, that competition will be quite formidable if the plans of all of these men materialize -- especially if one considers the large number of men outside of the Army who expect to return to businesses which they gave up because of war time shortages or because they took a war job.

* The number who are definitely planning to operate a business of their own includes about 100,000 men who already have a business in operation. It is quite probable that many of the soldiers who acquire businesses of their own will buy out firms now in operation, even though they are now thinking of starting new establishments. Therefore, the inference to "new firms" may not be entirely accurate.

To sum up, a good business climate and the attractions of favorable legislation (and, perhaps, the sense of independence that goes with proprietorship) have made many servicemen seriously consider self employment as a post war career. The realities of the situation -- the exacting requirements of long hours of work, of skill and experience, of

adequate capital resources and credit facilities, and of formidable competition may alter the picture after the war. And not to be forgotten is the important role to be played by the general level of economic opportunity and the availability of attractive jobs after the war is over.

III. A CAREER ON THE FARM

One of the outstanding features of our war time production front has been the increase in agricultural production despite the decrease in the number of farms and the loss of manpower to the armed forces and war industry. Accomplished through more efficient use of both land and labor, we have been able to achieve a 25% increase in our harvest with about 1,000,000 fewer workers.

About ten per cent of the men in the Army are definitely planning to engage in agriculture,* and an examination of their civilian backgrounds clearly indicates that the great majority are familiar with farming both as an occupation and as a way of living. The survey shows that close to nine out of every ten men who definitely plan to farm have had at least a year or more of full-time farming behind them. Only a negligible per cent (2%) have had no farming experience at all. Even the men with relatively vague plans for farming have

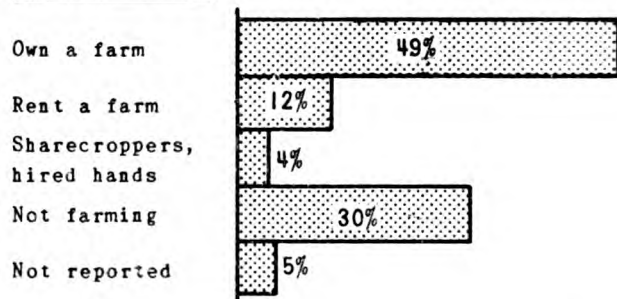
had considerable previous farming experience. In fact, one out of every four men seriously planning to farm already owns a farm, and it seems apparent that their ambitions do not stem from an idealized picture of farming as a way to earn a livelihood.

It might also be pertinent to indicate at this point that most of these men come from families with farming backgrounds. The survey shows that sixty per cent of the men with definite plans for farming have fathers who either own or rent a farm.

FARM STATUS OF FATHERS OF MEN PLANNING TO FARM FULL-TIME

(Percent of men with definite plans)

FATHERS' STATUS



* Includes 8% with definite plans for farming after the war, and 2% who either are considering an alternative occupation or are relatively uncertain about their plans. Another 15% indicated that they might do some farming, although they had fairly definite plans for something else, while still another 6% expressed interest in part-time farming. The per cent definitely interested in farming is probably slightly understated because of the exclusion of illiterates (most of whom are from rural farm areas) from this survey.

In addition to their civilian backgrounds, it is significant to note that the men show a great deal of consistency in matters relating to both the location of their farms and the type of crops

they intend to cultivate. So far as the location of their farms is concerned, the survey results indicate that in general, the men who expect to farm after the war will be distributed among the different regions of the United States in much the same proportions as were men farming just prior to their induction into the Army. The chart presented below suggests that the great majority of the prospective farmers plan to return to the same region from which they entered the Army, and with which they are naturally most familiar. This would make them one of the least migratory groups among Army personnel.

Also, the principal products or crops that these men expect to raise correspond in general with the pattern of farming in the various regions to which

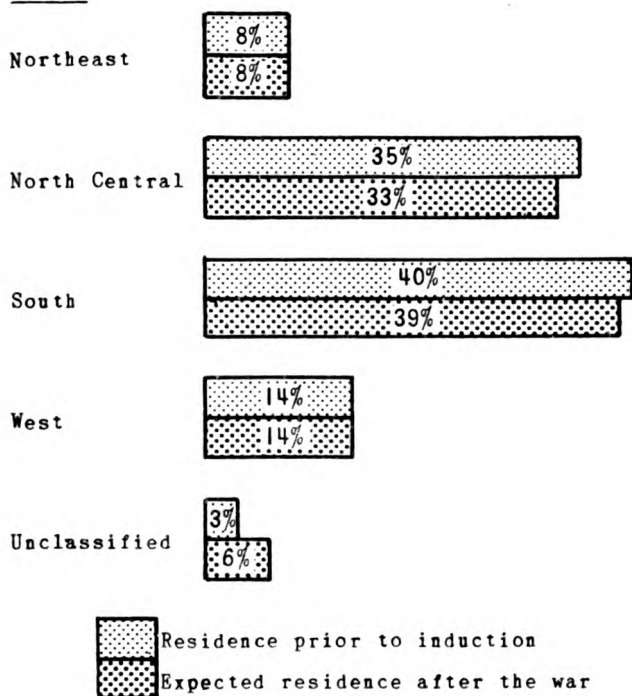
they plan to go. And by and large, the men expect to go back to the same type of farming they were engaged in before the war. The fact that the crops the men expect to raise as their major source of income squares rather well with current farming practices furnishes additional evidence of the reasonableness of the plans of most of the men.

Estimates based on the current size of the Army indicate that well over three-quarters of a million men in the Army alone are definitely planning for a career on the farm -- a number roughly equivalent to the total who were farming just prior to induction. The chances are that the Nation's farms will not be able to absorb all of the men planning to return to them. Rural areas normally produce more young men and women than can be efficiently utilized on the farm, and the problem may very well become acute considering the war-time increase in farm production achieved by more efficient use of labor on fewer farms.*

A little more perspective on the problem can be had by a further analysis of some of the intentions of the men definitely planning to farm. In the first place, the survey makes it clear that a much larger proportion of the men want

REGIONAL DISTRIBUTION OF MEN PLANNING TO FARM FULL-TIME

(Percent of men with definite plans)
REGION



Percent of men with definite plans for full-time farming who say they...

Were farm operators before the war

32%

Plan to be farm operators after the war.

66%

* Cf. for example, "Agriculture Underemployment", by Conrad Taeuber, Rural Sociology, Dec., 1943.

to become farm operators (by either buying or renting a farm) than were farm operators before the war.

A majority of the men who expect to operate a farm after the war say that they can count on returning to a tract which they or their families own -- or already have in mind a specific piece of land they expect to buy or rent. However, one out of every three of the men indicates that he will need to locate a farm to rent or to buy after leaving the Army. If the plans of all of these men materialize, there will be thousands of veterans looking for farms in the post war period -- and they may very well come up against a paucity of good farm land which, incidentally, will be selling at much higher prices than before the war.* Since the great majority of these men are bent upon becoming farm operators eventually even if not immediately after they leave the Army (three out of every four intend to make it their life's work, and only one per cent say they plan to work on the farm only if they cannot get another job)

* Some relief would be possible if large sections of the public domain and reclaimed land became available. About one in every six of the men with definite plans for farming said they were "quite sure" they would move to such tracts. Cf. for example, Shall I Be A Farmer? U.S. Department of Agriculture July 1944 and Guiding Principles for Establishment of Veterans and Others on Farms, U.S. Department of Agriculture, Interbureau Committee on Post War Programs, May 1944.

there is danger that many will be forced to settle on cheaper submarginal land. *

The expectation of higher prices on farm land suggests another factor to be considered in analyzing the plans of returning servicemen for farming. As was true in the case of men planning to operate a business of their own, most of the prospective farmers are thinking of investing sums ranging up to \$4,000. This may be compared with Department of Agriculture estimates of \$5,000 to \$8,000 as the average cost of a family sized farm, not counting the necessary tools, equipment, livestock, etc. Moreover, very few of these men (about one in every seven) anticipate having all the money to make their investment, small as it is.

All in all, the survey shows that a large proportion of Army personnel have definite plans for a career on the farm. The great majority of them appear to be fitted for farm work, on the basis of both their previous work experience and family background. In addition, their plans in relation to location of their farms and the products they intend to cultivate seem to be reasonable on the basis of current practices. In view of the large proportion who wish to operate their own farms, however, many may not be able to acquire desirable farm land, and most of them may find that they will require greater capital resources than they now suppose. How many will actually end up on the farm will also depend on the comparative opportunities offered by industry and agriculture after the war.

IV. WORKING FOR WAGES

The bulk of the working population in the United States is engaged in employment for a wage or salary, and nearly four out of every five officers and en-

listed men were thus engaged prior to their entry into the Army. It comes as no surprise, therefor, to find that despite the considerable number who count

on earning a living in businesses of their own, a majority of Army personnel -- two out of every three -- plan to work for an employer after the war.*

Two aspects of the post-war plans of prospective employees are noteworthy. The first concerns the proportion who expect to return to their former employers. A little over one-third of the white enlisted men who were employees before induction and plan to be employees after the war expect to go back to their former employer; another one third say that they may return. If the plans of both of these groups materialize, we can expect about three million men to exercise their reemployment rights on their old jobs under Selective Service regulations.**

The second noteworthy aspect of the plans of these men relates to the proportion who intend to do the same type of work they did in civilian life. The survey shows that about 60 per cent of the men who were employees before the war and plan to work for wages after leaving the Army, intend to do the same type of work they performed before induction.*** A substantial number of men, however, have learned new trades and acquired new interests while in the Army and one-fourth of the men indicated

* The proportion who will be employees after the war probably will be even larger, especially since most of the men who now are undecided about their post war plans and at least some part of the men now tentatively planning on self employment actually will become employees after leaving the Army.

** This represents about 55 per cent of all enlisted men who were working as employees before entering the Army.

*** This represents about 45 per cent of all enlisted men who were working as employees before entering the Army.

PROPORTION OF WHITE ENLISTED MEN WHO
INTEND TO FOLLOW THEIR PRE-WAR
OCCUPATION* AS EMPLOYEES

PRE-WAR OCCUPATION

PROFESSIONAL, SEMI-
PROF., MANAGERIAL

65%

SKILLED WORKERS

53%

CLERICAL WORKERS

50%

SERVICE WORKERS

46%

SALES WORKERS

42%

SEMI-SKILLED
WORKERS

42%

UNSKILLED WORKERS

33%

*More specifically, these men intend to do the same type of work within the same general occupational class as they did on their last civilian job.

their intention of doing work different from what they were performing before the war. In addition, the tendency to aspire for work calling for a higher level of skill also is quite apparent. In general, the proportion who plan to pursue their pre-war occupation declines as one proceeds along the occupational scale.

The men discussed in this section are planning on a job either for a private employer or in the government. The latter group have a number of characteristics which warrant a separate analysis which is presented in the following pages.

V. A GOVERNMENT JOB

Favorable employment opportunities as well as special considerations in the competition for jobs can be expected by the five per cent of all Army personnel who definitely plan to seek government employment after the war.

The Federal government now is by far the largest employer in the United States with a payroll at an all time peak of 3 millions during World War II. While post-war cut-backs will bring this total down, government work is expected to maintain the upward trend which has prevailed since the last war. The Federal government, however, is by no means the sole source of job opportunities. State and local governments normally employ more than twice as many persons as does the Federal government, and the five years after the war are expected to witness more than a million and a quarter job openings in this field.

At the same time, five and ten point preference ratings, waiving of age limits, exclusion of all but veterans from certain government jobs (mostly in the custodial field) and special reemployment rights are some of the considerations which the returning serviceman can expect in competing under the Civil Service.

Besides the five per cent who are definitely planning on a government job, there are another five per cent who are leaning strongly in the direction of government employment but who are still considering an alternative occupation. However, the proportion interested in taking a government job is somewhat smaller than might have been expected in view of these favorable circumstances, especially since the survey shows that the percent of men definitely planning government employment is smaller than the proportion on the government payroll in civilian life. As is apparent from the discussion in the previous sections

a large number of men are counting on other opportunities either by working for private employers or in business for themselves. The actual number of men seeking government employment will depend, of course, on the post war level of economic opportunity. As was true during the decade of the thirties, for example, a depression will increase the proportion of men seeking to take advantage of the comparative security of tenure characteristic of government employment.*

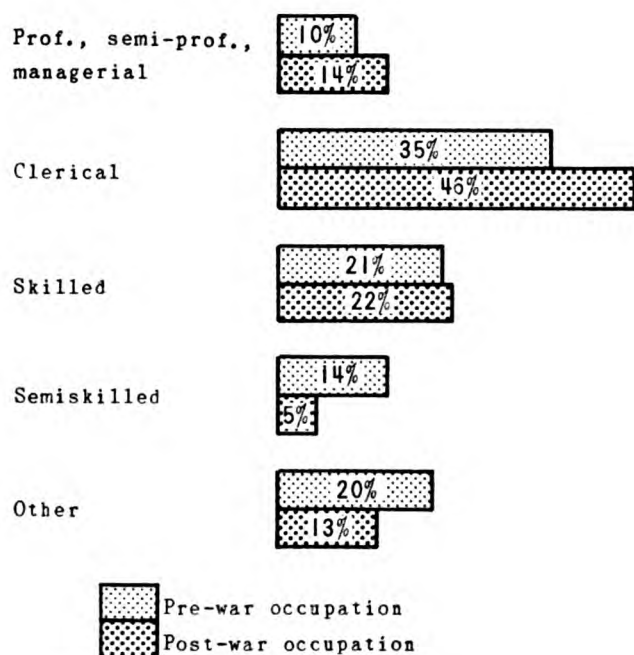
Consideration of security of tenure, as a matter of fact, is shown in the responses of the men themselves and appears to be a particularly important factor among Negro personnel. While a little over 4 per cent of the white enlisted men are definitely planning on a government job after the war, the proportion is as high as nine per cent among the Negroes, who made frequent references to the security of a government job as an important consideration in their post-war plans. It may also be noted in this connection that the Negro is much more interested in employment with the Federal government than with State or local agencies. About 6 out of every 10 white enlisted men planning on a career in the government expressed the intention to seek a job in the Federal government; about 8 out of every 10 Negroes planning on a government job are aiming at Federal employment.

As was true of the men who intend to work for a private employer after the

* The exact proportion of men employed in the government in civilian life was not ascertainable since about one fifth of the men obviously classified themselves incorrectly as government employees. A large proportion of them were working in war industry whose product may have gone to the government, but who were still private employers.

war there is ample evidence from the survey that prospective government employees tend to seek a higher occupational level than the one which they previously held in civilian life. The intended shift from unskilled jobs and the interest in employment in a clerical or professional capacity is clearly evident from the chart presented below.

PRE-WAR AND EXPECTED POST-WAR OCCUPATION
OF WHITE ENLISTED MEN DEFINITELY PLAN-
NING ON FEDERAL GOVERNMENT EMPLOYMENT



While some of the men may find it difficult to achieve their occupational goal in a government job, it is pertinent to note that most of them have had prior experience directly related to their prospective post-war career. In fact, two-thirds of all the men planning to work in government jobs were government employees at the time of their induction, and a large majority indicated that their job was waiting for them. Whether or not they were previously governmental employees most of the men had civilian experience in the particular job they want after the war: Nearly three-fourths of the men planning on a career in the government say they had some experience at the job they plan to pursue after the war is over.

One final significant note regarding government employment is made clear by the survey results. Whether they are planning on taking a government job or not, the great majority of soldiers expressed the conviction that the returning serviceman should be given priority in the field of government employment. The extent of this feeling is indicated by the fact that more than two out of every five men said that the veterans' right to a government job is so great that they should get any job they are capable of performing even though a non-veteran could do the work much better. Almost the same proportion feel that the veteran should get some preference, and less than 15 per cent are of the opinion that the veteran should get no preference at all.

VI. BACK TO SCHOOL

At the present time there are some 400,000 men and women in the armed forces who are enrolled in correspondence courses with the United States Armed Forces Institute. In fact, taking courses with USAFI represents one of the major spare time activities of Army personnel in this war. Enrollees are still coming in at the rate of 1,000 a day,

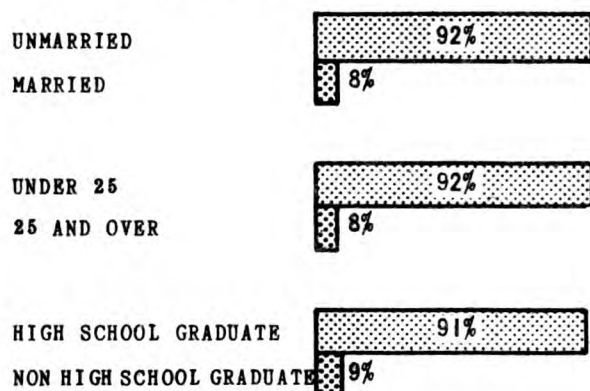
and the courses desired range from auto mechanics to advanced shorthand, from practical business usage to solid analytic geometry.

The soldiers' interest in further learning is also clearly expressed in the survey. Approximately 7 per cent of the white enlisted men are definitely

planning to enter full time school after they leave the Army.* When allowance is made for the higher proportion (12%) of officers definitely planning to become full-time students, and the lower proportion (5%) of Negro enlisted men with the same plans, we reach a figure of more than half a million men from the Army alone who are counting on going back to full-time school after the war.

Men attending full-time school in the United States are characteristically young (most of them are under 25) and unmarried. It is significant to note, therefore, that the great majority of the men with definite plans for full-time school after the war also are both young and unmarried. One other factor which is pertinent to the reasonableness of the men's aspirations -- especially since most of them intend to enter college -- is the fact that more than nine in ten are high school graduates. The

CHARACTERISTICS OF MEN PLANNING FULL-TIME SCHOOL



men who plan to pursue full-time courses of instruction will come back to find that we have experienced a drastic cur-

* Another 4 per cent may possibly return to full-time school but were not definitely planning to do so at the time of the survey.

tailment in the number of college trained personnel. It is important to note that this war has brought about the first large decrease in college enrollments since the turn of the century. After only two years of war, the non-military enrollments in colleges and universities had dropped by 44 per cent, and the number of civilian students in 1943 was smaller than it was twenty years ago. The deficit of college trained men -- particularly acute in the liberal arts and teaching fields -- will continue to accumulate, of course, as the war goes on. In many of these fields, therefore, the men will find abundant opportunities after the war.

In view of these facts it is of some interest to note the particular courses of instruction these men intend to follow. The two most popular fields are engineering and architecture, and liberal arts and sciences. Other courses mentioned by the men include business administration, pre-medical, medicine and dentistry, agriculture, law, education, journalism and theology. In general about one in five men is considering courses of study which can be classified as "liberal arts and sciences." The remainder are thinking in terms of professional and technical specialization, with engineering leading the field.*

Another point will be of particular significance to those who are concerned with the post-war size and composition of the working population in relation to the number of available jobs. The decision to pursue a full-time course of instruction after the war will mean de-

* These preferences for certain courses should not, of course, be taken as a forecast of actual enrollments in different fields. Men expressing interest in engineering, for example, may be indicating their ultimate goal which cannot be reached without a year or two of liberal arts work which is a usual prerequisite.

ferring their entrance into the labor market for the overwhelming majority of these men. Should their plans materialize after the war, we can expect to have about half a million fewer workers than would otherwise be the case.

The same thing, however, cannot be said of another large group which also expressed interest in further schooling after the war. The survey shows that an additional 18 per cent of the men are considering attendance in part-time school after leaving the Army. For most of these men this will mean working and going to school, by no means an uncommon occurrence in the United States. It may be noted in this connection that unlike the men who are planning on full-time school (two thirds of whom intend to go to college) three fourths of the prospective part-time students desire trade and business school courses.

As might be expected, the men planning on part-time school differ from those desiring full-time courses of instruction in a number of other ways. They are an older group -- about one in four is 25 years of age or over -- and a much larger proportion (over one third) are married. In contrast to the men interested in full-time school, only one in ten among the prospective part-time

students has the formal requirements for college entrance.

To summarize, then, the survey indicates that over 500,000 men are definitely planning to become full-time students after the war. Should their plans materialize -- and their aspirations seem reasonable in view of their similarity to the usual school population -- they will help fill a gap left by the growing deficit of trained personnel occasioned by the war. In fact, even a larger proportion of the men may consider returning to full-time school as more of them become familiar with the aid (in the form of both tuition and subsistence) that will be available to them under the GI Bill of Rights. This is distinctly possible in view of the fact that only one out of every five questioned about a knowledge of the G.I. Bill was familiar with these provisions, and since one-third of the men who intend to go to part-time school said that they would actually prefer full-time school, but in many cases felt they could not afford to attend full-time school. In addition, of course, the duration of the war and the level of post-war economic opportunity will shape the decisions of these men, just as they will affect the plans of those desiring a business for themselves or a farm of their own.

VII. AN ARMY CAREER

The variety of factors which will determine a man's final decision on his post-war career are nowhere more forcibly demonstrated than in the considerations affecting his interest in Army life after the war. Actually, most of the factors which were discussed in previous sections are made quite explicit by the men themselves in their responses to the question "Do you think you might want to stay in the Army for a career after the war?"

Based on the answers of both officers and enlisted men, the proportion interested in an Army career ranges from about three per cent who definitely plan to stay in the Army to more than ten per cent who would consider reenlistment only under certain specific conditions.

Two major considerations will affect the number of men who stay in the Army after the war. The first involves the terms under which reenlistment will be

offered: Retention of rank, choice of one's branch of service, duration of enlistment, opportunity on the part of enlisted men to obtain a commission, etc. The second is the kind of civilian jobs which will be available after the war.

The importance of the post-war level of economic opportunity already has been emphasized at length. It is pertinent to note, therefore, that fully one out of every four enlisted men who are seriously considering reenlistment would definitely want to stay in the Army if civilian jobs are hard to get. Even among men who said they were rather doubtful about remaining in the Army but who have not dismissed that prospect completely, more than one half indicated that they would like to get out to look for a job and would want to come back if

unsuccessful in their search for a job.

As might be expected, there are certain groups among Army personnel who are more inclined to make the Army a career than are others. The "Regular" Army men, the higher ranking men, the young and the unmarried, as well as the men who are well adjusted to Army life, all are more wont to remain in the Army after the war. How many will actually remain a part of the military can hardly be predicted at this point. But the number who do will play a significant role in determining the size of the civilian labor force competing for available jobs after the war. It is noteworthy that the post war level of employment, per se, may very well affect the labor force status of a sizeable number among Army personnel.

Widespread interest in the post-war plans of soldiers has led to the publication of this special unclassified issue of "What the Soldier Thinks."

This report is based upon a detailed survey conducted at the request of agencies which are preparing to assist soldiers in the transition from military to civilian life after the war.

Distribution will not be made through regular AGO channels. Copies may be obtained by writing to Director, Information and Education Division, Army Service Forces, Attention: Chief, Research Branch, Room 2E 562, The Pentagon, Washington 25, D. C.

— HOW THIS STUDY WAS MADE —

Information on the post-war occupational plans of the soldier was obtained from surveys conducted by the Research Branch, Information and Education Division, whose staff is composed of Army officers who are experienced in the field of surveys, together with a number of civilian specialists. Techniques have been developed over a long period of time, tested and adjusted to fit the Army's problems.

The basic steps in conducting the study were as follows:

1. The questionnaire was prepared in consultation with other War Department branches, as well as with other government agencies interested in obtaining this type of information. Questions were carefully chosen to provide the exact type of information desired.
2. The questionnaire was pre-tested. That is, the questions were tried out several times on a number of small groups of men in order to insure that the questions were meaningful and understandable to the men who were going to answer them. Changes were made until it was felt that the questionnaire was designed to provide an adequate basis of classifying the soldiers' post war job plans.
3. The project was cleared for action with the commands in which this study was to be made.
4. The number of men to be surveyed was set sufficiently large to insure statistically reliable findings. This study called for a much larger sample of troops than most of the regular attitude surveys conducted by the Research Branch. A total of 10,000 white enlisted men in the United States were carefully selected by branch of service and geographical location in order to be representative of all Army personnel stationed in this country. Another 9,000 white enlisted men were surveyed overseas in order to give proper weighting to any variations between troops here and abroad. Negro troops--somewhat over 4,000--were also sampled, all in the U.S. since it was not possible to obtain an adequate overseas sample.
5. The men to be surveyed were also selected in order to give a true cross section of the various occupational groups, ages, and educational levels which make up the Army.
6. The men completed the questionnaires under conditions of absolute anonymity. They were instructed to omit their names and serial numbers. They were assembled in small groups, and given a short introduction on the nature and purpose of the survey. The great majority of the men were very much interested in filling out the questionnaires and did so with great care.
7. The data were analyzed by the same specialists who designed the questionnaire and introduced the survey in the field. Reports of these analysts form the basis of the material presented in this issue.

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